

Talent Connect Summit

SOLUTION ROOM SESSION | OCTOBER 21, 2025

How can talent leaders improve quality of hire and reduce candidate fraud?

As recruiter roles evolve and AI introduces new potential risks, the demand for quality over quantity is rising. In this interactive session, we'll workshop leadership-level strategies to define "what good looks like", reduce fraud risk, enable hiring managers, and elevate recruiter impact at the assessment and decision stage.



SPEAKER

John Vlastelica

CEO & Founder, Recruiting Toolbox

Work is changing, quality of hire is getting redefined, and candidate fraud is getting harder to detect. Is it time we as heads of TA take ownership for Quality of Hire? Yes! The business is pulling for more quality hires, for more talent strategy tied to their specific talent needs. Work and roles will change drastically in the next 3 years - we must lead!

Straight from the Speaker:

"Recruiters haven't traditionally played a big role around interviewing, interviewing strategy, selection, and quality control. The recruiting headcount that'll get funded in a world of AI sourcing, screening, and scheduling will need to add more value around quality of hire and team."

Key Takeaways: Where does TA need to focus on leading?

1. Translating business needs into talent implications and needs, leading conversations around org makeup
2. Designing roles with AI in mind
3. Defining WGLL (what good looks like) at company-wide and function level
4. Training/Coaching HMs to make better hiring decisions (with accountability)
5. Inserting Talent Advisor recruiters into more rigorous assessment strategy/practices and hiring decision making
6. Mitigating candidate fraud
7. Capturing info to help us measure Quality of Hiring Decision, Quality of Hire